



IPI Newsletter

A Quarterly Newsletter

April 2004

IPI Supports Iowa Literacy At Conference

Two entire classrooms of Iowa Prison Industries' school furnishings were on display and utilized for teaching demonstrations at the Iowa Reading Association and Iowa Association of School Librarians Shared Conference. First through fourth grade students and teachers Debbie Haywood, Jennifer Rasmussen, Rick Bartosh and Sue Lomp from Nevada Community Schools and Jennifer Wirtz from Ankeny participated in the model classroom teaching demonstrations, which were observed by



Nevada 1st & 2nd graders participate in the model classrooms for teaching demonstrations; furniture courtesy of IPI-Anamosa.

conference attendees on April 1, 2004.

Iowa Prison Industries was pleased to be offered by Dr. Carol Webb, President-Elect of the Iowa Reading Association and Assistant Superintendent of Bettendorf Community Schools, the opportunity to provide the classroom furniture for the teaching demonstrations. IPI-Anamosa produced enough classroom furniture for 40 students in two classrooms, providing a variety of desks and tables, melamine chairs, easels and markerboards at no cost to the Iowa Reading Association. IPI gave each student a ruler and pencil as a memento of their day. Literature on IPI school and library furniture was also available for classroom observers to learn more about Iowa Prison Industries.

The conference, held at the Polk County Convention Center in Des Moines, drew reading teachers, librarians and other school personnel from



Sales Representatives Mike O'Brien & Dennis Barry staff the booth full of IPI school and library furniture.

across the state. IPI also staffed a booth in the exhibit hall that was open for attendees both April 1 and April 2.

Not only was this a great chance for IPI to showcase our quality products but also to show our dedication to Iowa's educational system. Thank you to all IPI staff involved in this project including Anamosa's metal and wood divisions, warehouse staff and delivery driver as well as the sales team and Bob Mesecher of Moving & Install for helping get the classrooms setup!



Baysden's Corner

BY ROGER L. BAYSDEN
IPI DIRECTOR

This is the final newsletter of this fiscal year and along with it comes good news and not so good news, but more importantly it brings new challenges to the IPI Team. We have been faced with challenges over the years and we have met those challenges with vigor, enthusiasm and commitment. We will do the same with this one. For the first time in many years, IPI will lose money this year. I estimate somewhere in the area of \$500,000. The driving forces are, as most of you know, attributable to slumping sales to state government and struggling schools. We can survive

without one or the other, but both are devastating. Our university business is a cycle business. This year we will make deliveries in July that have previously shipped in June. Also, last year IPI donated \$500,000 to the DOC to pay salaries; this year we will want to watch our cash.

Winning organizations always seem to create good luck opportunities. In March, we began discussions with DAS about assuming more of the printing role for state government and I am pleased to say we have a 28-E agreement to takeover ALL of the offset printing effective April 1, 2004! This represents enormous growth for our

print shops and inmate work opportunities. We also welcome one new staff member from DAS. We anticipate expanding more staff jobs as a result of the printing work.

We will be opening a new wood-working shop at Anamosa and expanding the Custom Wood at Fort Madison. Mitchellville has opened picture frame operations that will be immensely helpful. Fort Madison continues to struggle for year round work and our sales department is focused on finding churches, schools and other renovation opportunities.

Thanks for everyone's support, let's stay focused on deliveries this year.

Sales & Marketing

IPI Receiving Orders From Schools Across The State

This spring and summer, IPI's production schedule, delivery and installation schedule and trucks will be as full as they have ever been! IPI is looking forward to delivering products to schools across the state such as in Des Moines, Ankeny, Marion, Johnston, La Porte City, Elgin and Jesup. Dozens of other schools are in the initial phases of discussions with IPI on how we can help them conserve valuable public funds for their district.

Our ability to provide products and services to the diverse needs of the Educational Market and IPI's commitment to customer satisfaction can be demonstrated best by these two points:

1. IPI continues to receive outstanding marks from its customers. Last year 87% of survey respondents rated IPI as an "Excellent" supplier.
2. Over 50% of IPI's furniture volume is directly attributed to the Education Market.

With the end of the year school rush coming up shortly, IPI is poised to handle the influx of requests and will work to meet the needs of our customers. With help from customers like Des Moines Public Schools in providing storage trailers for summer orders, IPI production schedules are already in full swing producing school furniture for summer delivery. This shows why IPI has become the premier school furniture supplier in the State of Iowa, with local service, manufacturing and representation. Our guarantee sums up our efforts:

"Our exclusive guarantee is your assurance that all purchases from Iowa Prison Industries will last a long time and serve you in a manner you have a right to expect. If there are any problems with the quality of the materials or workmanship, we will adjust, repair or replace to YOUR satisfaction."

New Product Catalogs Underway

In order to provide complete product information to our customers in a compact, easy-to-follow, professional manner, the Sales & Marketing staff has begun redesigning IPI's product catalog. The new catalogs, when completed, will actually include a self-contained catalog for each of IPI's main product lines. The first catalog to be completed is Residence Furnishings, which should be in our hands by the time you read this newsletter. Seating and School Furnishings will follow in the next few months.

The new catalogs are designed with flexibility in mind. The individual sections allow us to only send or give out product information appropriate to a customer's needs. A separate price list for each section enables us to make changes inexpensively as prices and product offerings change. A convenient

pocket in the front of each catalog allows for new product information to be added without the need for a complete catalog reprint. Catalogs will also be available for download from the web site.

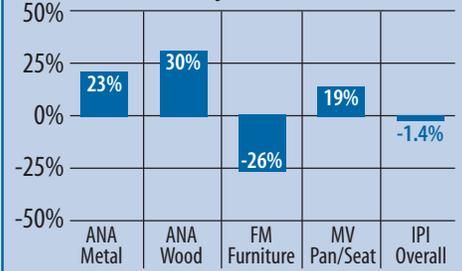


Staff members from each IPI plant have been instrumental in helping Marketing Assistant Ann Bouslaugh tackle this large undertaking. Everyone has been most helpful in providing product specifications, answering countless manufacturing and materials questions and checking prices and color options. Various IPI vendors have also provided product specifications and photos. Thank you for all of your help!

Sales Report Card

YTD Sales Change From FY 03 to FY 04

(through Mar 31st)



Also showing YTD increases are Metal Stamping, Graphic Arts and Housekeeping & Laundry at Anamosa and Printing, CD-Rom and Moving & Install at Mitchellville.

3rd Quarter New Customer Orders

(For a complete list contact the Des Moines office)

Customer	Products	Sales
Traer Library	Library	\$65,550
Rockford Fire Dept.	Conf. Room	\$4,300
City of Lake Park	Library	\$9,062
Wartburg College	Dorm/Lounge	\$200,000
Holy Trinity Schools	School Furn.	\$25,000
West Point Library	Library	\$48,900
Sales Rep		Sales
Dennis Barry		\$41,930
Scott Klinefelter		\$16,564
Michael O'Brien		\$382,376
Kevin Peterson		\$1,060

Surprise!

It is Friday, January 23rd and the day's schedule includes the monthly Sales Meeting at the Des Moines office. As the staff begins to arrive to work, a theme appears in everyone's wardrobe. Everyone seems to have decided to wear black; even Mike O'Brien and Kevin Peterson arrive for the meeting in black. Everyone but Scott Klinefelter that is.



Back Row: Dennis Barry, Renee Simmons, Jane Ross, Mike O'Brien, Kevin Peterson, Ann Bouslaugh.
Front Row: Scott Klinefelter

The Sales Team couldn't let Scott turn 50 years young without a little celebration. Scott, who seemed oblivious to the black clothing,

was surprised by the appearance of cake. After all, his birthday was not until Monday, but then he would not have been so surprised. Happy 50th, Scott!

Trivia Challenge Answers: 1. The IPI Express; 2. Over 1,800; 3. Dale Schwickerath; 4. Work Order; 5. Mike O'Brien; 6. Anamosa's Sign Shop; 7. Mitchellville; 8. 414,512 hits

Web Site Continues To Expand

Web sites are best considered as “works in progress,” constantly being renovated and updated, rather than as completed projects. IPI, just like most organizations, strives to keep our web site current and easy to use as well as ensuring that customers have access to all the information they need. To meet these goals, Marketing Assistant Ann Bouslaugh has made several changes and additions to IPI’s web site recently.

The biggest change to the site is the addition of the Publications section. Our customers now have access to our annual reports, newsletters, product catalogs and instruction manuals, allowing them to learn more about IPI. Other additions include information on awards and plaques, picture frames and flags as well as a survey for visitors to give us feedback on the site. Drop-down menus have also been added to the links



at the top of each page to provide easier access to all areas of the site.

IPI’s web site is an invaluable tool for our customers to view product information and pricing quickly and easily. The site currently receives almost 400 unique visitors a day, more than double the visitors in July 2003. These visitors accounted for 414,512 hits and viewed over 30,000 pages in March, up from under 14,000 pages viewed last July. If you have not visited the site lately, take a few minutes to browse through it at <http://www.iaprisonind.com>.

Welcome Newton’s Newest Employee

Dale Schwickerath recently joined the team at IPI Newton as the Accounting Clerk. Dale’s work experience includes 28 years with Sara Lee Bakery and, most recently, 3.5 years in Accounts Payable in the Newton Business Office. Dale lives with his wife Nancy in Newton.

Welcome aboard, Dale!

IPI Supports DOC Work Programs



DOC executives and wardens look over the inmate built cargo trailer at the DOC Training Center.

On April 8, 2004, IPI presented the Department of Corrections with a Community Service Trailer that will be used for community projects. The inmates who work for H&H Trailer constructed it at Clarinda. Those offenders build about 70 units per week. IPI staff and offenders at Anamosa retrofitted the trailer with tools and safety equipment.

Newton

It’s In The [Plastic] Bag

We like to think, “It’s In The Bag.” We are not boasting either. We believe it’s literally in – the – bag. Newton’s business has now expanded to include the manufacturing of precision-made, multi-purpose commercial plastic bags.

With state-of-the-art technologies, we have the capability to satisfy virtually any need for our customers. Bags may be customized up to 54 inches wide without any length restrictions. A wide range of plastics is also available to compliment the endless size options.

No order is too big or small for Newton’s Plastics Division. A single six-hour shift, working five days a week, can produce from 8 million to 10 million bags in one year’s time!

Our goal is to be competitive with current state contracts with quick order delivery. Our exceptional sales staff is now targeting school systems. A quality product, affordable pricing and friendly staff all combine to make Iowa Prison Industries the place to purchase any plastic bag.

Canteen Continues To Expand

With the introduction of twelve new products to our latest catalog, the Central Canteen now offers 975 products for sale to inmates.

The Canteen is currently processing 10,000 – 13,000 orders per month. With Anamosa, Mt. Pleasant and Oakdale becoming part of our family in March and April, we expect to be processing 20,000 – 26,000 orders per month. Much planning and hard work has gone into the preparation for the addition of

these three institutions. We are confident that we will continue to provide exceptional service, reasonable prices and quality products to our newest as well as our current customers.

The IPI Newton staff has embraced the changes here in a positive manner. New people, new ideas. New products, more satisfied customers. New institutions, a growing business. Our planning should be a rewarding experience for our employees and the people we serve.

Chad Squires Returns From Iraq

IPI-Newton is pleased to announce the return of State Industries Technician Chad Squires from military duty in Iraq. Chad was called to duty at the end of January 2003. After spending a well-earned vacation with his family, Chad

returned to work in March.

Please join us in thanking him for the service he has provided for our country. We wish the rest of our servicemen still serving our very best and wish them a speedy and safe return to their families.

Anamosa

Quality & Innovation Key To Success Of Graphic Arts Division

As we continue to spotlight a different division each newsletter, this issue's feature is on the Graphic Arts division.

When the trend in printing services started to decline several years ago, Graphic Arts looked at alternative products and services for their customer base. Through hard work and innovative product solutions, the Graphic Arts division has been able to rebuild sales.



Graphic Arts staff (left to right):
Virgil Johnson, Greg Hart & Bill Janssen.

Virgil Johnson, Production Coordinator for the division, hit the road to drum up business when work was slow. Virgil made many contacts and the results of those visits are starting to generate some new customers. Bill Janssen's expertise with the specialized printing equipment has allowed the shop to continue to provide competitively priced products with consistent quality. Teresa Englebart's expertise (she formerly worked at DHS) has been instrumental in providing value-added services to that department. Greg Hart

has been the supervisor of Graphic Arts since 1998 and his steady guidance has produced positive results in the time he has been with them. Currently the shop has 18 inmates producing diverse products such as handicap hang tags, DOT license decals, custom printed mouse pads, and a full range of print services including:

- Digital color copies
- Envelope printing
- Offset printing
- Thermal printed labels
- Confidential addressing of postal materials
- System for inserting materials and addressing envelopes in one pass
- Bulk mailing services that meet US postal regulations

Potential new products are customized printed buttons.



The Graphic Arts Division at Anamosa offers a diverse line of products and services, enabling the inmate employees to learn a variety of valuable skills.

Graphic Arts Fast Facts

Sales are up 15% YTD.

Sustainable income is up over \$100,000 compared to this time last year!

Several continuing projects will help to keep sales strong for the remainder of the year.

Last year we received and processed over 6,100 orders for DHS customers.

Sales Continue To Surpass Last Year

Overall, Anamosa continues to do well compared to last fiscal year. Sales are up 6% through March. Our ability to consistently keep production costs low has allowed us to provide an economical product to our customers. As the word continues to spread on the value IPI provides, our customer base keeps on growing. We continue to renew the work opportunities for inmates, as our counts are approximately 160-170 inmates in the shops.

Anamosa Welcomes New Faces

Mike McLaughlin joined IPI on February 27, 2004, and will work in the Sign Division. Mike began his employment with the state as a Correctional Officer at Anamosa in 1987. Mike lives in Maquoketa with his wife Shelley and their two children Alex and Haley.



Russ Behrends has joined Anamosa as a temporary transport driver. Russ has held various positions in corrections, starting as a correctional officer in 1970 and retiring as an Associate Warden-Security in 2003. Russ resides on a farm near Anamosa with his wife Peg.

Welcome Mike and Russ and congratulations to both of you.



Anamosa staff is shown holding a flag that Ken Opatz had made in Iraq for the facility. His wife Ann (front row, far right) brought in the flag.

Ken Opatz Due To Return From Iraq

IPI Anamosa found out recently that Ken Opatz will be completing his duties in Iraq very soon. His wife Ann expects him to be back stateside in May.

We are all extremely grateful that Ken will be returning home safely from his military duties in Iraq. We appreciate all that Ken and his fellow soldiers are doing in Operation Iraqi Freedom. Ken is serving as a First Sergeant with the 234th Signal Battalion.

Business Office

Staff Trains For New State Accounting System

Not only is the Business Office highly involved with the IPI conversion to the Global Accounting and Manufacturing System, but they must also learn and convert to a new state accounting system. Staff members attended numerous training sessions regarding processing accounts payable, travel and internal documents on the new I/3 program at Oakdale and Eldora in March.

I/3 is a complete system that is specifically designed to support the functions performed by state and local governments. I/3 incorporates a variety of business functions in a single integrated system that supports the key management processes that a government needs.

ASP Employee of The Quarter Awarded To Joan Decious

IPI employee Joan Decious was selected as Employee of the Quarter for the 4th Quarter of 2003. The Employee Relations Committee at the Anamosa State Penitentiary awards this quarterly honor. Employees are nominated by other staff members for doing an outstanding job or having done something exceptional while performing his or her duties. The Employee of the Quarter receives a plaque, a gift certi-



Joan Decious (right) receives the Employee of the Quarter Award from Kathy Yaeger, IPI's Employee Relations Representative at Anamosa.

cate and a parking spot in front of the institution for the quarter. Congratulations Joan!

Global Conversion Continues To Move Forward

As we move closer to implementation of Global Shop Solutions, we will highlight a few areas of the program in each issue of the newsletter.

We are still on the forward track with our Global Conversion. A lot of the hard work has been completed, but a lot of work is still left to do. Most of the divisions have their inventory, routers and BOMs loaded into Global.

As we get closer to the July 1st deadline, the shops will need to start familiarizing themselves with some Global screens such as Routers, Work Orders and Issue Materials.

The **Router** is a generic template used for manufacturing a product. A router can include material, labor and/or outside sequences. Shown below is a sample router.



The router is like your recipe for manufacturing your product. Once all your routers are set up you will then use

them to pull into your work orders. After the router has been set up you will only have to go back into it to make changes or add new routers.

A **Work Order** is similar to a Production Order in Ultra. Here is a sample of a work order:



As you will notice, you use the router in your work order. The simplest way to enter a work order is to use a standard router that has already been set up. You can then insert, edit or delete operations necessary to meet the work order requirements. If a standard router is not set up you can create one as you build the work order.

Another screen you need to familiarize yourself with is the **Issue Material** screen. This is similar to Allocation Detail Maintenance in Ultra.

Issue Materials is where you can post committed and non-committed mate-

rial to a job. You are able to issue all or part of the material for a work order. Once the operation is closed then the requirements to inventory are deleted. There are several ways in which material can be posted to a job.



These are just a few of the screens that you will work with daily in Global. There are a few other steps that haven't been covered.

To summarize the flow of a sales order once entered into Global: a work order is created (which includes the router), then you backwards schedule it for production, after the work order has been issued (issue materials) you then can WIP to Finished Goods. WIP to Finished goods will be covered in future issues of the newsletter. Hopefully this will all start to make more sense as you go into Global and familiarize yourself with these screens.

Fort Madison

Custom Wood Operation Hits The Ground Running

After much hard work by staff and inmates, the custom wood division is up and running! The first orders going through this division are the new library furniture for Traer Library and the custom office furniture for Coach Fennelly's office at Iowa State. Fort Madison was able to secure Coach Fennelly's office project after receiving high praise for the custom office furniture we produced for Coach Morgan's office at ISU in August 2003.

Other organizations have also shown an interest in Fort Madison's custom wood division. The City of Fort Madison has expressed an interest in having IPI build furniture for their new library slated to open April 2006. St. Theresa's Church, who we are currently refurbishing pews for, is considering having us

Fort Madison YTD Sales Down But Outlook Positive

Fort Madison's university and school orders for summer delivery are up from last fiscal year even though overall sales are down from last fiscal year. It will be



Inmate Rogers sands an end rung of a Channel Loft Bed for a university order.

doubtful if Fort Madison will end up in the black this fiscal year but will start the new

year with a booming start. Over 1,800 rooms of dormitory furniture will be manufactured and installed this summer by Fort Madison. Fort Madison's staff has stepped up to the plate and are working together so that these orders are produced without overtime along

manufacture several pieces of custom church furniture such as wedding kneelers, pulpit style chairs and lecterns.



Inmate Nebinger assembles a shelf unit for a desk in the Furniture Division.

Expanded Textile Division Focuses On Quality

With more space and inmate staff, the textile division is focusing on quality improvements as well as continuing to upgrade and market to other states. IPI is working with institutions to produce suicide smocks and mattresses as well as other products being requested by the various institutions.

Orders Scheduled For Summer Delivery

ISU	Coach's Office
St. Theresa's Church	Refinish Pews & Kneelers
UNI	Dorm Furniture (200 Rooms)
.....	Loft Beds (400 Rooms)
ISU	979 Rooms; 108 Vanities
Des Moines Schools	Desks & Storage Units; Refinishing
Morningside College	47 Rooms
Western Iowa Tech	20 Rooms
Wartburg College	156 Rooms
University of Iowa	Booths & Tables

with watching any unnecessary expenses. Team effort is a necessity in getting the job done.

Thanks to the continued support of ISU and UNI, Fort Madison has a very busy schedule lined up through August.

Employee Milestones



Bob Manka (left) receives his 5-year service certificate from ISP Warden Ken Burger.

Bob Manka (FM) 5 years (2/17)
 Renee Simmons (DSM) 5 years (2/26)
 Ann Bouslaugh (DSM) 1 year (3/24)

Teaching Old Dogs New Tricks

In January, Aaron Lofthus and Dave Reidner traveled to Grand Rapids, Mich., to attend training on Fort Madison's new CNC point-to-point machine. Training included creating programs to do the various drilling, boring and routing operations on the new machine. The new CNC point-to-point machine has increased the quality and consistency of our knockdown furniture with more accurate drilling. It has also sped up the drilling process for greater efficiency and lower labor costs.

Aaron also attended a basic solid surface fabrication class with Bob Mesecher of Moving & Installation. Fort Madison will soon be fabricating a 4x4 corner countertop with sink for the Des Moines showroom with the possibility of manufacturing these tops for university or hospital orders.

ISP Warden Mathes Retires

On January 10th, a retirement party was held for ISP Warden John Mathes who retired after many years of service to the DOC. Several IPI-Fort Madison employees attended the party. Plant Manager Becky Munoz delivered a speech on behalf of Roger Baysden. She presented Warden Mathes a personalized mission-style rocking chair from IPI. Becky closed her speech stating that Warden Mathes' support of Industries would indeed be missed.

Warden Mathes has since sent Becky a thank you note addressed to Iowa Prison Industries' staff and inmates thanking them for the rocker. He also expressed his thanks for IPI's commitment to quality and integrity.

Imaging Shop Explores Silver Reclamation

IPI-MV is working with the City of Mitchellville on the reclamation of the silver in the processing of film. The issue is the amount of silver that is in the run off. State of Iowa allows 5 parts per million, but the city has the authority to lessen that amount, and the city wants 2 ppm. We are working with a recovery specialist from Altoona in an attempt to meet the city's quota. If we can achieve this small quantity, and the costs are not astronomical, we will proceed with incorporating this product offering. Currently, the State of Iowa spends over \$330,000 annually for this service, with the documents being sent to Wisconsin for processing.

The Imaging Shop is also working hard to learn all the applications that can be used with its new 40" color scanner. The DNR and DOT have expressed a need for imaging of large blueprint size documents, and with this scanner, the Imaging Shop now has that ability. The Imaging Shop is close to providing microfilming for the DOT and we are investigating the need for this service to other state agencies.

Picture Framing Operation In Full Swing

The word that IPI is producing custom picture frames is getting out. The Print Shop has been receiving several inquiries and a couple of orders each week for framing. Projects have included prints, personal artwork, photographs and certificates. The inmate workers are doing an exceptional job at making these



frames. Both metal and wood frames are currently offered and plastic frames are coming soon. Check out IPI's web site under "Custom Products" for



Inmate employees are taking great pride in producing frames with perfectly mitered corners and precise mat cuts.

frames and mats available plus sizes and pricing information.

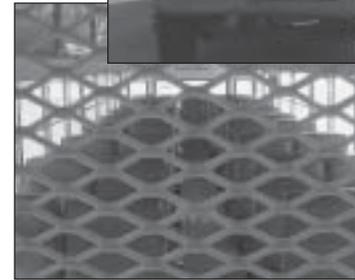
The Print Shop also has a new computer-to-plate system to produce higher quality printed items. This system and the addition of two true 2-color presses will help the shop get into the color market.

Mitchellville

The IPI Express

Each day at the MV plant starts off similarly to the other IPI plants: staff arrives to work, unlocks and starts up machines, unlocks tools and verifies tool inventory. Before the plant is ready to begin working on the many orders for our customers for the day, IPI-MV has one more step to complete: actually getting the inmates to the plant.

Since this shop is located outside the actual prison, workers must be transported the quarter mile each way into and out of the prison. IPI is required to provide the transportation to and from the prison every day. The workers all ride IPI's bus – dubbed the "IPI EXPRESS" – every day. The inmate workers load the bus at 7:15 a.m. and are brought to the plant. They stay at the plant until they are loaded onto the bus for the return trip to the prison around 3:55 each afternoon. Workers bring their lunches made by the kitchen with them in the morning.



IPI-MV transports its inmate employees to and from the prison daily on the "IPI Express."

The bus is able to transport 55 workers to the plant at one time. It provides seating for 42, and the remaining 13 are allowed to stand and hold onto the metal racks that are bolted into the ceiling. An IPI staff member, accompanied by an ICIW correctional officer, drives the bus. The bus has been outfitted with a security cage that was produced at Anamosa.

Flag Orders Rolling In For P&S

P&S is receiving orders for graveside flags after sending out almost 500 samples the last week of February. The samples and information appears to be getting the word out successfully as we sold over 15 gross (2,160 flags) the first week of March. IPI-MV offers two sizes of flags: 12" x 18" gravemarker flags and 3' x 5' indoor flags. The gravemarker flags, sold by the gross, are only \$.85 each while the indoor flags are \$10 each and can be purchased individually.

Panels & Seating has already started production for the many different chairs for delivery to the various schools and universities this summer.

P&S is also looking at producing female undergarments to be offered through the Central Canteen. Missouri is providing samples, material specifications and patterns from their program.

On The Lighter Side



Birthdays

Make sure you jot down these upcoming birthdays so you can make sure they have a great day!

April:

- 1 – Becky Munoz (FM)
- 4 – Mike Kuper (AN)
- 10 – Ray Miller (FM)
- 10 – Jane Ross (DSM)
- 22 – Mark Merfeld (AN)

May:

- 4 – Jeff Otting (AN)
- 4 – Isaac Quinn (MV)

- 10 – Dan Luensman (AN)
- 15 – Dennis Barry (DSM)
- 17 – Kathy Jaeger (AN)
- 18 – Chad Squires (NCF)

June:

- 4 – Ron Heckenberg (FM)
- 6 – Ann Bouslaugh (DSM)
- 6 – Clint Schmidt (MV)
- 7 – Bob Mesecher (MV)
- 9 – Ann Noska (AN)
- 10 – Mike Nye (FM)
- 24 – Pam Kray (AN)
- 26 – Laura Mendez (FM)



Family News

Business Office:

Kathy Jaeger and her husband Jim (an ASP employee) have a new grandson, Caleb James, born in November.

Sales Office:

Renee Simmons and her husband Denny celebrated their 37th wedding anniversary with a Western Caribbean cruise. If you ever want an opinion about what cruise lines or destinations are best, contact Renee... this is Renee and Denny's 14th cruise!



Renee enjoys a "Horseback Ride & Swim" in Jamaica. Shown at left is the tour guide.

In February, Bob Fairfax and his wife Debbie helped their oldest son Ryan move all the way to Connecticut for his new job! Debbie and Ryan flew out one week to apartment hunt while Bob and

Ryan drove his belongings out in a moving truck the following week. We wish Ryan the best of luck acclimating to his new job and environment.

Mitchellville:

Isaac Quinn had gastric bypass surgery on July 19, 2003. After seven months, he has lost over 110 pounds and is no longer being treated for high blood pressure, diabetes or high cholesterol. Janet Hardenbrook's youngest daughter will graduate from high school in May.

Fort Madison:

Mark Meinhardt welcomed the arrival of twin grandsons on January 20, 2004. Big brother Andrew Ronald was born one minute before little brother Adam Jeffrey. They weighed in at 6 lbs 5 oz and 6 lbs 2 oz respectively. Grandpa Mark and Grandma Nancy spent a week in St. Louis helping out the new parents. Mark said that it was great fun being with them, but he would not want to make a habit out of it. Both boys were fed about every 4 hours, so the grown ups' sleep schedules were a bit rearranged. Mark was amazed that both

? TRIVIA ? CHALLENGE ?

1. What is the name of IPI Mitchellville's bus?
2. How many rooms of dorm furniture is Fort Madison producing for summer delivery?
3. Who is Newton's new accounting clerk?
4. What Global screen is similar to Ultra's "Product Order"?
5. Which sales representative had the most new customer sales in the 3rd Quarter?
6. Where does new employee Mike McLaughlin work?
7. Which plant produces American flags?
8. How many hits did IPI's web site receive in March?

See answers on page 2.

boys do not wake up at the same time even though they sleep in the same crib. Much to their parents delight, the twins are managing about 5 or 6 hours of sleep a night. And, for the record, Grandpa Mark did take care of some late night feedings and even changed a few diapers!



Bob Manka's daughter Kelly and her husband Dan are expecting their fourth child in August. Her due date is just a few days before Bob and wife Marta's 39th wedding anniversary, so there may be a double celebration! The new addition will be welcomed by siblings Sarah (5), Anna (3) and Josiah (1).

Mike and Diane Nye welcomed another grandson on January 9, 2004. Collin McDaniel Congdon was born at 3:19 pm. He weighed 7 lbs 3 oz and was 19.75" long.